

MISD Package Proposal 6/9/23 9:15 pm

- A. MIHS College and Career Readiness Specialist**
- B. BCBA's and LHMCs**
- C. 2023-24 Calendar Adjustments (Time)**
- D. Certificated Hourly Rate**
- E. 2023-24 Compensation Increase**
- ~~**F. Potential 2023-24 Mid-Year Adjustment**~~
- ~~**G. 2024-25 Compensation Increase**~~
- H. CBA Duration**

A. MIHS College and Career Readiness Specialist

Amend the current MOU as follows:

1. The District will ~~add a new~~ continue the classified position (category 2 on the salary schedule) at MIHS for a College and Career Readiness Specialist at 7.5 hours per day for the ~~2023-23~~ 2023-24 school year. ~~The District and MIEA will collaborate on a job description for this position and may include input or feedback from individuals involved in the earlier effort to design a college and career readiness center at the high school. This position will be posted before November 14th, 2022.~~

The Parties commit to discussing the appropriateness of adding ~~This position will be added to~~ the classified salary schedule when the classified CBA is next open. ~~in the next CBA.~~

2. The District and Association have a shared interest in developing a College and Career Readiness Center at MIHS and will convene a committee in the first semester of the ~~2022-23~~ 2023-24 school year to plan for its continued development. Each party shall appoint up to 5 members each for this committee who may solicit feedback from other stakeholders including students and parents. The committee shall deliver a report to the Association President and the District Superintendent no later than March ~~43, 2023~~ 2024.

This is a non-precedent setting Agreement and will sunset on August 31, ~~2023~~ 2024.

B. BCBA's and LMHCs

Amend Article IV, Sections 19.D and E as follows:

D. Special Education

1. **Workload Stipend:** A \$3,000 responsibility stipend, prorated by FTE, will be paid on a supplemental contract for any P-21 special education classroom teacher or ESA (SLP, OT, PT, BCBA, LMHC, or school psychologist) for responsibilities related to preparing IEPs, developing assessment reports, completing other required special education paperwork and/or holding meetings with parents outside the normal workday and work year.
2. **Preparation Day:** All employees provided the workload stipend in paragraph 1 above, except school psychologists, shall be given a supplemental contract, prorated by FTE, for one (1) additional classroom/program preparation day at the certificated hourly rate to complete program schedules, prepare IEP-at-a-glance documents, and/or prepare learning spaces for the first day of school. Employees who believe they need additional time may request such time with the Director of Special Services.
3. **Special Services Pre-Service Day:** All employees provided the workload stipend in paragraph 1 above shall be provided at least one half-day (3.5 hours) at the certified hourly rate for District-provided information, updates, and training each year prior to the first day of school. This optional pre-service day will be calendared along with the other days in the student calendar.

E. National Certifications

Each ESA staff member who has been awarded and maintains the professional recognition of one of the following specific national or state credentials will be paid an annual stipend of \$1,000, prorated by FTE:

Nurse:	National School Nurse Certification
Occupational Therapist:	National Board Certification in Occupational Therapy
Physical Therapist:	National Physical Therapy Exam

Speech Language Pathologist:
Psychologist:

Certificate of Clinical Competence
National Certificate in School Psychology or American
Board of Professional Psychologist Diplomate

Board Certified Behavior Analyst:
Licensed Mental Health Counselor:

Behavior Analyst Certification Board Certification
Licensed Mental Health Counselor (LMHC)
Licensed Mental Health Counselor Associate (LMHCA)
Licensed Independent Clinical Social Worker (LICSW)
Licensed Social Work Associate Independent Clinical (LSWAIC)
Licensed Marriage and Family Therapist (LMFT)
Licensed Marriage and Family Therapist Associate (LMFTA)

C. 2023-24 Calendar Adjustments MOU (Time)

Create an MOU that states:

The following provisions are changes to the Certificated CBA agreed upon by the District and Association for the 2023-24 school year:

1. The number of District-directed early release/late start Wednesdays described in Article V, Section 15 shall be reduced from thirteen (13) to twelve (12) with one of the District-directed days changing to teacher-directed as agreed upon by Building-based Association Representative(s) and Building Administrator(s) from each level (Elementary, Middle and High School).
2. At the elementary and middle schools, five (5) teacher-directed early release Wednesdays will be designated as shortened workdays and employees are free to leave the school site at the end of the student day without any expectation of work. These dates shall be 11/29/23, 1/24/24, 4/24/24, 5/15/24, 6/5/24. At the high school, ten (10) teacher-directed late start Wednesdays will be designated as shortened workdays and employees are free to arrive at the school site 10 minutes prior to when the student day begins without any expectation of work during the teacher-directed time. These dates shall be 10/4/23, 11/1/23, 11/29/23, 1/3/24, 1/31/24, 2/28/24, 3/27/24, 4/17/24, 5/29/24, 6/12/24.
3. A half-day early release of students and staff will be scheduled for all schools on the day before Winter Break and on March 14, 2024.
4. Elementary school schedules shall be configured to provide certificated employees with a 40-minute lunch period inclusive of time for transitioning students to the lunchroom and from recess.

The following provisions are changes to the Classified CBA agreed upon by the District and Association for the 2023-24 school year:

1. **Technology Hours:** The 2023-24 Classified technology hours to be paid at double (2 times) the employee's regular hourly rate and count as sixteen (16) of the twenty-six (26) available technology hours will be scheduled for the mornings of January 22 and March 15, 2024. The 2023-24 Custodial double-pay technology hours will be scheduled for the mornings of June 29, 2024, and August 10, 2024, with the caveat that these dates may be rescheduled based on trainer availability.
2. **Early-Release Flex Days:** On the day before Thanksgiving break, the day before Winter Break, and March 14, MIEA classified staff whose work calendar provides that they work on the afternoon of those days may choose to complete up to three (3) hours of online training in lieu of working beyond the student release time or 12:15 p.m. (depending on the staff member's work site and schedule). This flex time does not apply to custodial staff, all 260-day employees, and bus drivers. The online training will be identified in advance by the District or, in the absence of

identified training for that work year, may include trainings aligned with building or District initiatives and related to the staff member's duties. Such training may include Infobase Learning Cloud, optional Vector modules, paraeducator.com, online clock hours provided by entities such as OSPI or WEA, or another training mutually agreed upon by the staff member and staff member's administrator. Such agreement shall not be unreasonably withheld.

This is a non-precedent setting Memorandum of Understanding and will sunset on August 31, 2024.

D. Certificated Hourly Rate

Amend Article V, Section 12 of the certificated CBA as follows:

Section 12 – Certificated Pay – Hourly Rate

The hourly rate for certificated employees performing additional work, including part-time District employees substituting within the district, is ~~\$35~~ \$40 per hour. The hourly rate for certificated employees teaching summer school is ~~\$35~~ or the employee's per diem hourly rate, ~~whichever is greater.~~

E. 2023-24 Compensation Increase

Enter into an MOU that reads as follows:

MIEA and MISD both have an interest in updating the Certificated and Classified Supplemental Schedules and Coaching Extra Curricular Supplemental Salary Schedule. With this common interest in mind, the District and Association agree to each appoint up to six (6) members to the subcommittee prior to October 13, 2023. The subcommittee's tasks shall include:

1. Reviewing and researching past supplemental schedules to learn the history of each (e.g., when and what increases occurred, when alterations were made, etc.)
2. Researching and collecting data from current MISD employees to:
 - a. better understand the workload requirements of each supplemental position
 - b. determine if any supplemental positions are obsolete
3. Reviewing and researching the financial influences of each supplemental (e.g., money provided through PTA funds, booster organizations, etc.)
4. Reviewing and researching other districts' supplemental pay schedules to become knowledgeable of competitive wages
5. Selecting a best solution for future supplemental increase determinants

The subcommittee shall submit a recommended solution to the District Superintendent and Association President for review no later than June 1, 2024.

Amend Article X, Section 1.D of the certificated CBA as follows:

- D. For the ~~2022-23~~ 2023-24 school year, the salary schedule rates for the base contract have been increased by ~~3.683%~~ 1.3% above the ~~final rates for the 2022-23 school year, 2021-22 base rates of pay as shown in Appendix B-1 as a result of the increase for September 1, 2022, through March 31, 2023, of 2.0% above the 2021-22 base rates of pay and the increase starting April 1, 2023, of 8.0% above 2021-22 base rates of pay.~~

~~The salary schedule rate for the base contract in Appendix B-2 shall be in effect for September 1, 2022, through March 31, 2023, and shall reflect an increase of 2.0% above 2021-22 base rates of pay. This increase shall be paid retroactively to September 1, 2022.~~

~~The salary schedule rate for the base contract in Appendix B-3 shall be in effect starting April 1, 2023, and reflects an increase of 8.0% above 2021-22 base rates of pay.~~

Payment of the above rates shall be annualized (paid equally over 12 months) across the ~~2022-23~~ pay warrants, with any increase not distributed in September paid retroactively.

The Association and District shall use Appendix B-3 as the starting point for the purpose of bargaining the successor salary schedule.

Add a Section 2.F in Article V of the certificated CBA as follows:

F. For the 2023-24 school year, the salary schedule rates in Appendix B for the Certificated Supplemental Salary Schedule shall be adjusted by 5.5%.

Amend the third paragraph of Article V, Section 16 of the classified CBA as follows:

For the ~~2022-23~~ 2023-24 school year, the salary schedule rates in Appendix B for the Classified Salary Schedule and the Custodian Salary Schedule have been increased by ~~4.4%~~ 6.0% effective September 1, ~~2022~~ 2023. For the ~~2022-23~~ 2023-24 school year, the salary schedule rates in Appendix B for the ~~Classified Supplemental Salary Schedule and the Coaching Extra-Curricular Salary Schedule shall be increased by 5.5%~~ remain the same as the 2021-22 school year.

676.25% sec BP
JH

H. CBA Duration

Amend the first two paragraphs of Article XI of the certificated CBA as follows:

This Agreement is effective as of September 1, ~~2022~~ 2023, and, except as noted, shall be binding upon the Board, the Association, and their members and shall remain in full force and effect through August 31, ~~2023~~ 2024.

This Agreement shall automatically be renewed after August 31, ~~2023~~ 2024, from year to year and shall be binding for additional periods of time unless either the Board or the Association gives written notice to the other not later than ninety (90) days prior to the aforesaid expiration date of the Agreement of its desire to modify the Agreement for a successive term or to terminate the Agreement.

Amend the first two paragraphs of Article XII of the classified CBA as follows:

This Agreement is effective as of September 1, ~~2022~~ 2023, and, except as noted, shall be binding upon the Board, the Association, and their members and shall remain in full force and effect through August 31, ~~2023~~ 2024.

This Agreement shall automatically be renewed after August 31, ~~2023~~ 2024, from year to year and shall be binding for additional periods of time unless either the Board or the Association gives written notice to the other not later than ninety (90) days prior to the aforesaid expiration date of the Agreement of its desire to modify the Agreement for a successive term or to terminate the Agreement.

TA: 6/19/2023

9:48 pm

[Handwritten signatures]
Barbara Porter
Lisa D. Huff